GOVERNMENT OF INDIA
LABOUR AND EMPLOYMENT
LOK SABHA

UNSTARRED QUESTION NO:68
ANSWERED ON:18.07.2016
Study on Labour Laws/Policies
Gawali (Patil) Ms. Bhavana;Muddahanumegowda Shri S.P.;Puttaraju Shri C.S.;Tumane Shri Krupal Balaji

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a)whether the Government has undertaken any study to review/examine the existing Labour Laws/Policies in the country during the last three years and the current year;
(b)if so, the details and the findings thereof;
(c)whether the Government proposes to amend the existing labour laws, if so, the details thereof;
(d)whether the Government has consulted all stakeholders including various labour unions and industry sector in the matter and if so, the details thereof; and
(e)the steps taken/being taken by the Government in the field of labour welfare as per the international treaties and conventions?

Answer

MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT
(SHRI BANDARU DATTATREYA)

(a) to (d): Reforms in labour laws are an ongoing process to update legislative system to address the need of the hour and to make them more effective and contemporary to the emerging economic and industrial scenario. The Second National Commission which submitted its Report in 2002 had recommended that the existing Labour Laws should be broadly grouped into four or five Labour Codes on functional basis. Accordingly, the Ministry has taken steps for drafting four Labour Codes on Wages; Industrial Relations; Social Security & Welfare; and Safety and Working Conditions respectively, by simplifying, amalgamating and rationalizing the relevant provisions of the existing Central Labour Laws. Similarly, the Ministry has taken steps to draft Small Factories Bill,
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a special legislation for the small manufacturing units employing less than 40 workers. Ministry has also taken steps for amendment of individual Labour Acts. The process of Legislative reforms includes consultation with stakeholders including Central Trade Unions, Employers' Association and State Governments in the form of tripartite consultation. During recent months, several such tripartite meetings have been held for considering suggestions on various legislative reform proposals where the representatives of all stake holders/Central Trade Unions participated and gave their suggestions on the legislative proposals which are considered by the Government appropriately.

(e): Conventions of International Labour Organization (ILO), on ratification create legally binding obligation for ratifying country. Ratification of a convention is a voluntary process. India ratifies a convention only when our national laws and practices are in full conformity with the Convention. So far, India has ratified 45 Conventions & 1 Protocol.

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